

**\*Amended 19 January 2005**

**HUMAN RESOURCES OFFICE  
CALIFORNIA NATIONAL GUARD  
9800 GOETHE ROAD  
P. O. BOX 269101  
SACRAMENTO, CA 95826-9101**

**ARMY TECHNICIAN VACANCY ANNOUNCEMENT #04-172**

**Staff Accountant  
70371C00 – Officer  
70371E00 - Enlisted  
GS-0510-11/09  
\*\$50,541 - \$65,704 pa  
\*\$41,772 - \$54,300 pa**

**ANNOUNCEMENT DATE: 29 March 2004  
\*CLOSING DATE: 8 March 2005**

**SELECTING OFFICIAL: Financial Manager**

**APPOINTMENT FEATURES: Excepted Service  
Officer/Enlisted Grade**

**POSITION LOCATION: USPFO for California - San Luis Obispo, CA**

**RECRUITMENT BONUS/RELOCATION BONUS/ADVANCED IN HIRING RATE  
BASED ON SUPERIOR QUALIFICATIONS MAY OR MAY NOT BE AUTHORIZED.**

**APPLICANTS NOT MEETING FULL QUALIFICATION FOR THE GS-11 POSITION  
INDICATED BELOW, MAY BE CONSIDERED FOR THE GS-09 TRAINEE, IF  
QUALIFIED. STATEMENT-OF-DIFFERENCE OF QUALIFICATION REQUIREMENTS  
FOR EACH ARE INDICATED.**

**CONCURRENT CONSIDERATION WILL BE GIVEN IN THE ANNOUNCEMENT OF  
THIS POSITION AND VACANCY ANNOUNCEMENT #04-173C. ONLY ONE OF THE  
ANNOUNCED POSITIONS WILL BE FILLED. REFERRAL AND SELECTION WILL  
BE IAW TPM, ANNEX A.**

This position is located in the Army Comptroller Division in the US Property and Fiscal Office (USPFO). The primary purpose of this position is to serve as a Staff Accountant. Performs detailed reviews and analysis of established procedures and ensures that the administration and operation of financial control systems –to include budget, accounting, payroll, accounts payable, and travel—are in compliance with established statutory requirements, regulations, directives, and policies.

**1. AREA OF CONSIDERATION: Nationwide.** All applications will be accepted; however, first consideration will be given to current permanent technicians of the California Army/Air National Guard.

**CONTINUED ON NEXT PAGE**

**CALIFORNIA NATIONAL GUARD  
ARMY TECHNICIAN VACANCY ANNOUNCEMENT #04-172**

2. **CONDITION OF EMPLOYMENT:** a. Must qualify for appropriate level of security clearance required by the position. b. Must wear appropriate military uniform including required grooming standards. c. Must maintain a compatible military unit, grade, and job assignment as required by current directives. d. Must participate in PD/EFT (Direct Deposit).

3. **MILITARY GRADE AVAILABLE: OFFICER/ENLISTED GRADE. PRIOR TO EFFECTIVE DATE OF PERSONNEL ACTION, SELECTEE MUST OCCUPY A COMPATIBLE MILITARY POSITION WITHIN A COMPATIBLE UNIT IN OFFICER/ENLISTED GRADE OR HAVE A COMPATIBILITY WAIVER APPROVED BY NATIONAL GUARD BUREAU. GRADE INVERSION IS NOT ALLOWED. IF THIS IS A SUPERVISORY POSITION, THE MILITARY GRADE OF SELECTEE MUST BE EQUAL TO OR HIGHER THAN THE MILITARY GRADE OF THOSE TO BE SUPERVISED.**

**NOTE: All National Guard applicants must state Unit of Military assignment, Military grade, and MOS/AFSC.**

4. **QUALIFICATION REQUIREMENTS:**

**Basic Requirements for Staff Accountant, GS-0510-11/09:**

(1) **Degree:** Accounting; or a degree in a related field such as business administration, finance, or public administration that includes or was supplemented by 24 semester hours in accounting. The 24 hours may include up to 6 hours of credit in business law. (The term "accounting" means "accounting and/or auditing" in this standard. Similarly "accountant" should be interpreted, generally, as "accountant and/or auditor."); **OR**

(2) Combination of education and experience: At least 4 years of experience in accounting, or an equivalent combination of accounting experience, college-level education, and training that provided professional accounting knowledge. Applicant's background must also include one of the following: (a) 24 semester hours in accounting or auditing courses of appropriate type and quality, this can include up to 6 hours of business law; (b) A certificate as Certified Public Accountant or a Certified Internal Auditor, obtained through written examination; **OR**

or (c) Completion of the requirements for a degree that included substantial course work in with major study in accounting, auditing, e.g., 15 semester hours, but which does not fully satisfy the 24 semester hour requirement of number (1), provided that (a) the applicant has successfully demonstrated the ability to perform work of the GS-11 or higher grade level in accounting, auditing or a related field, e.g., valuation engineering or financial institution examining; (b) a panel of at least two higher level professional accountants or auditors have determined that the applicant has demonstrated a good knowledge of accounting and of related and underlying fields that equals in breadth, depth, currency, and level of advancement which is normally associated with successful completion of the 4-year course of study in number (1); and (c) except for literal nonconformance to the requirement of 24 semester hours in accounting, the applicant's education, training, and experience fully meet the specified requirements.

**TO BE CREDITABLE, XEROX COPIES OF COLLEGE TRANSCRIPTS ARE REQUIRED**

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**CALIFORNIA NATIONAL GUARD**

## **ARMY TECHNICIAN VACANCY ANNOUNCEMENT #04-172**

b. Additional experience and education requirements for GS-07 and above: In addition to meeting the basic entry qualification requirements, applicants must have either specialized experience or directly related education in the amounts shown below. Applicants who meet education requirements for a higher grade are also qualified for appropriate positions at lower grades.

(1) **GS-11** requires 3 full years of graduate level of education or Ph.d. or equivalent graduate degree or 1 year at least equivalent to GS-09.

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(2) **GS-09** requires 2 full years of progressively higher level graduate education or master's or equivalent graduate degree or 1 year equivalent to at least GS-07.

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c. **Specialized Experience:** Experience which is in or related to the line of work of the position to be filled and which has equipped the applicant with the specific knowledge, skills, and abilities to successfully perform the duties of the position.

5. **KNOWLEDGES, SKILLS, AND ABILITIES:** The following knowledges, skills, and abilities will be used to determine the best qualified applicants from which selection will be made:

a. Knowledge of accounting and auditing concepts, practices, techniques and Comptroller General standards.

b. Knowledge of applicable laws and NGB policy and regulations.

c. Ability to gather, organize, and evaluate data in complex areas.

d. Skill in assessing degree to which program goals are met.

e. Ability to develop findings/reports which clearly identify operational problems and required corrective actions.

**SELECTEE WILL BE REQUIRED TO BE ASSIGNED IN A COMPATIBLE MILITARY POSITION IN ARMY O: FA 45; ENL: 73C, D, Z.**

**MALE SELECTEES BORN AFTER 31 DECEMBER 1959 WILL BE REQUIRED TO SIGN A PRE-APPOINTMENT CERTIFICATE STATEMENT FOR SELECTIVE SERVICE.**

**INSTRUCTIONS FOR APPLYING: INDIVIDUALS MAY APPLY BY SUBMITTING AN OPTIONAL FORM (OF) 612, OPTIONAL APPLICATION FOR FEDERAL EMPLOYMENT; A STANDARD FORM (SF) 171, APPLICATION FOR FEDERAL EMPLOYMENT; A RESUME OR ANY OTHER WRITTEN FORMAT. IF YOUR APPLICATION OR RESUME DOES NOT INCLUDE ALL THE ITEMS REQUESTED ON THE OF-612 AND THIS VACANCY ANNOUNCEMENT, ALONG WITH A NARRATIVE DESCRIPTION OF HOW YOU MEET THE GENERAL AND SPECIALIZED EXPERIENCE REQUIREMENTS, YOU MAY LOSE CONSIDERATION FOR THE POSITION. IF YOU DESCRIBE MORE THAN ONE TYPE OF WORK (FOR EXAMPLE, CARPENTRY AND PAINTING, OR PERSONNEL AND BUDGET),**

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**CALIFORNIA NATIONAL GUARD**

## **ARMY TECHNICIAN VACANCY ANNOUNCEMENT #04-172**

**WRITE THE APPROXIMATE PERCENTAGE OF TIME YOU SPENT DOING EACH. THE ABOVE FORMS ARE AVAILABLE AT THIS OFFICE AND ANY FEDERAL AGENCY.**

**SUBMIT APPLICATIONS TO: THE HUMAN RESOURCES OFFICE (HRO), P.O. BOX 269101, SACRAMENTO, CA 95826-9101 (OR FOR EXPRESS MAIL: 9800 GOETHE ROAD, SACRAMENTO, CA 95826-9101). *ALL APPLICATIONS MUST BE RECEIVED IN THE HUMAN RESOURCES OFFICE (HRO) BY CLOSE OF BUSINESS ON THE CLOSING DATE INDICATED ABOVE.* VETERANS PREFERENCE DOES NOT APPLY.**

**THE FOLLOWING DOCUMENTS ARE NOT ACCEPTABLE AS ATTACHMENTS TO APPLICATIONS: PHOTOGRAPHS, COPIES OF POSITION DESCRIPTIONS, TRAINING CERTIFICATES, PERFORMANCE RATINGS (CIVILIAN OR MILITARY), AWARDS OR LETTERS OF APPRECIATION.**

**FEDERAL LAW PROHIBITS THE USE OF GOVERNMENT ENVELOPES, POSTAGE, OR FACSIMILE (FAX) FOR SUBMISSION OF APPLICATIONS.**

**PERMANENT CHANGE OF STATION (PCS) EXPENSES MAY NOT BE AUTHORIZED FOR THIS POSITION. AUTHORIZATION FOR PAYMENT OF PCS EXPENSES WILL BE GRANTED ONLY AFTER DETERMINATION IS MADE THAT PAYMENT IS IN THE BEST INTEREST OF THE CALIFORNIA NATIONAL GUARD.**

**THE CALIFORNIA NATIONAL GUARD IS AN EQUAL OPPORTUNITY EMPLOYER**